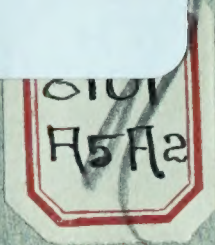


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ANNUAL REPORT

OF THE

COMMISSIONER OF LABOUR

OF THE

PROVINCE OF ALBERTA

FOR THE YEAR

1923

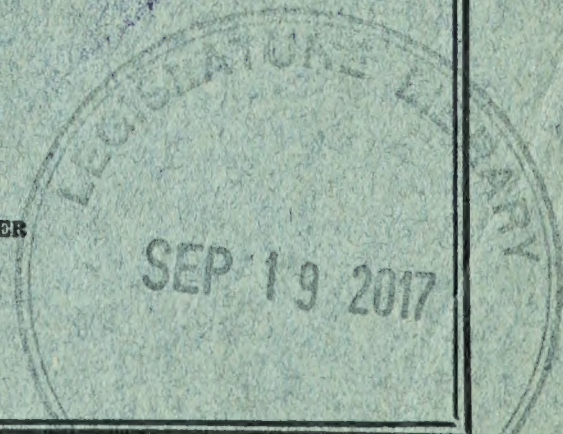
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~~DEPARTMENT OF LABOUR,~~
~~PARLIAMENT BUILDING,~~
~~VICTORIA, B. C.~~

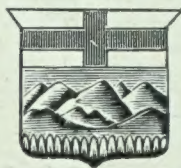
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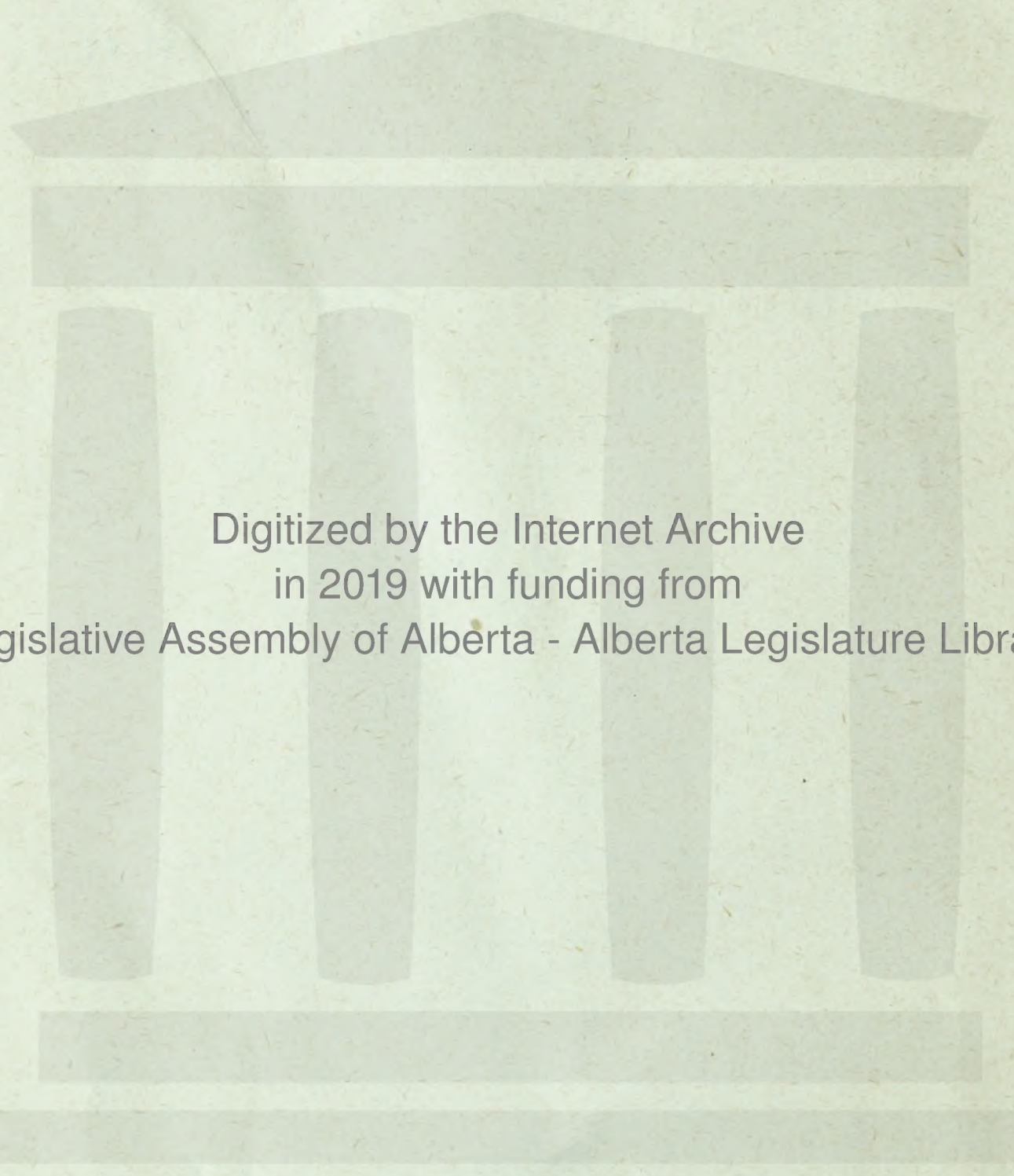
ANNUAL REPORT
OF THE
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1923

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EDMONTON, February 19, 1924.

To His Honour

ROBERT GEORGE BRETT,

Lieutenant Governor of the Province of Alberta.

May it please Your Honour:

The undersigned has the honour to submit herewith the Report of the Commissioner of Labour for the year ending December 31, 1923.

Respectfully submitted,

ALEX. ROSS,

Minister of Public Works.

File at

Trade & I. dept

REPORT OF COMMISSIONER OF LABOUR

J. D. ROBERTSON, ESQ.,
Deputy Minister of Public Works,
Edmonton, Alberta.

SIR,—

I have the honour to submit herewith the report of the Bureau of Labour for the year 1923.

With the co-ordination of the inspection staff a more thorough and complete inspection has been possible this year.

Inspectors under the Bureau have been required to make a complete inspection under the provisions of the various Acts administered by the Bureau when making an inspection visit, with the result that much overlapping has been done away with.

With the added services of the boiler inspectors appointed during 1922 we have this year had a resident inspector in each district, and have been able to make a more general inspection of the boilers in the province.

As shown in the report, the volume of work performed by the employment offices has been much greater this year. The splendid harvest and the peculiar weather conditions during that period were a source of much concern for this service.

The report of the Minimum Wage Board shows the volume of work performed by it during the year.

Respectfully submitted,

W. SMITTEN,
Commissioner of Labour.

STATISTICS OF TRADE AND INDUSTRIES

The returns received this year show a larger and more steady volume of business than was shown in the year 1922. The period under review was changed at the suggestion of the employers to conform more nearly to the fiscal year of the industries and is for the period December 1st, 1922, to November 30th, 1923.

Returns received from 1,009 firms covered 22,220 male employees over eighteen, 373 male employees under eighteen, 2,428 female employees over eighteen, 116 female employees under eighteen, and 264 apprentices. Total pay-roll for wages and salaries was \$34,285,043.34, of which sum \$31,047,167.51 was paid to wage earners.

The returns show a much steadier volume of employment this year, the month of least employment being March, when 17,702 males were shown, while the month of greatest, July, shows 20,168, or a difference of 2,446 between the month of least

and the month of greatest, whereas in 1922, April, the month of least employment, recorded 10,468, and September, the month of greatest, recorded 23,717, a difference of 13,249. The returns show that employment has continued very stable from the peak month of July, only varying as follows: August, 20,133; September, 19,960; October, 20,132; and November, 19,760. The drop for August and September can be accounted for by the fact that numbers left employment in the industries for work in the harvest fields. The fluctuation in female employment is not so great as in the male, January being the low month, when 2,430 were shown, and April, the high month, with 2,541, or a difference of 111.

The returns by industries show a greater fluctuation in male employees than in the grouped total. The periods of greatest employment in the main groups being coal mining the last four months of the year, lumbering the first three months, and in railroad and general construction from May to November. It is apparent that for the unskilled work in these industries men interchange from one to the other, by which a better balance is maintained. While returns were not received from all employers there is a sufficient number to afford a fair understanding.

INSPECTIONS.

Inspections under the provisions of The Factories Act, Minimum Wage Act, and The Theatres Act, were carried out by the inspectors under the Bureau of Labour. In connection with The Factories Act, a total of 3,782 inspections were made of 2,506 factories, shops, offices, and office buildings, in which 18,625 employees were engaged. During the year 463 recommendations, relative to safety, health and hours and wages, and the employment of children, were made, eleven of which had not been fully carried out at the end of the year. The cities of Lethbridge, Medicine Hat and the town of Redcliff, not having resident inspectors, received periodical visits. Medicine Hat received eight, Lethbridge six, and Redcliff three. Under the provisions of The Minimum Wage Act a total of 2,183 inspections were made of 1,974 businesses; 462 orders were made for employers to adjust wages and hours, two of which were not fully carried out at the end of the year. Seven prosecutions were instituted for violations of the provisions of the orders during the year.

To carry out the regulations made under The Theatres Act, 53 theatres were inspected, and 76 motion picture machines examined, 58 safety recommendations were made regarding theatres, and 49 recommendations respecting operation of machines.

Ninety-seven applicants were given examinations for certificates to operate, and were classified as follows:

First Class	Second Class	Third Class	Provisional
7	5	51	34

One hundred and seventy-one certificates to operate motion picture machines were issued throughout the year, classified as follows:

First Class	Second Class	Third Class	Provisional	Apprentice
29	22	51	34	35

The total cash receipts for certificates was \$1,487.50.

Tables 1, 2, 3, 4 are explanatory of the work under The Factories Act. Table No. 5 applies to Minimum Wage and Table No. 6 to The Theatres Act.

Table No. 1 gives the number of inspections made during the year of shops (retail and wholesale), factories, offices and office buildings, also the number of places in each industry visited, the number of employees, (male and female) engaged in each industry and the number of recommendations made.

TABLE NO. 1.

TABULATION OF INSPECTIONS, NUMBER OF EMPLOYEES AND
NUMBER OF RECOMMENDATIONS FOR THE YEAR 1923.

Industry—	No. of Inspections	No. of places visited	No. of Male Em- ployees	No. of Female Employ's	Total No. of In- spections	No. of Rec'm'n- dations
Shops.....	1560	1383	5248	2340	7588	119
Factories.....	346	272	7954	1250	9204	114
Offices and Office Buildings..	876	851	946	887	1833	24
Totals.....	2782	2506	14,148	4477	18625	257

Table No. 2 gives a tabulation of the inspections made in each of the four cities of the province, and factories inspected not within the cities and contains similar information to that of Table No. 1, but being more in detail form.

TABLE No. 2

TABULATION BY CITIES OF INSPECTIONS MADE, GIVING NUMBER OF PLACES INSPECTED, NUMBER OF EMPLOYEES (MALE AND FEMALE) EMPLOYED.

Locations	No. of Inspections	No. of places Inspected, giving Nat. of Ind.	No. of Male Employees	No. of Female Employees	Total No. of Employees
Edmonton	784	697 Shops . . .	2281	992	3273
“	472	457 Offices and Office Build'gs	367	357	724
“	131	109 Factories .	2235	680	2915
Total	1387	1263 Places . .	4883	2029	6912
Calgary	630	543 Shops . . .	2547	2029	6912
“	344	344 Offices and Office Build'gs	557	490	1047
“	178	129 Factories .	4697	448	5145
Total	1152	1006 Places . .	7801	2087	9888
Medicine Hat. .	73	73 Shops	151	80	231
“ “	27	27 Offices and Office Build'gs	9	21	30
“ “	18	17 Factories..	524	46	570
Total	118	117 Places . . .	684	147	830
Lethbridge	73	70 Shops	269	119	388
“	33	33 Offices and Office Build'gs	13	19	32
“	13	12 Factories . .	233	47	270
Total	119	115 Places . . .	505	185	690
Factories in Smaller Towns	6	5 Factories . . .	275	29	304

Recommendations made during the year have been divided into four classes: First, as safety, which are recommendations made *re* the guarding of stairways and having fire-escapes kept clear and unlocked during the time employees are employed. Second, health, which are recommendations *re* sanitation and ventilation. Third, hours and wages, which are recommendations having hours of employment comply with section 26 of the Act, and minimum wage comply with section 24 of the Act. Fourth, showing the number of children found to be employed contrary to section 24 of the Act, and recommendations made that their

employment be discontinued. Table No. 3 gives the number of recommendations made in each industry in each of the four cities of the province and factories inspected other than in the cities, setting out the nature of the recommendations made.

TABLE No. 3.

TABULATION OF RECOMMENDATIONS MADE ACCORDING TO
LOCATIONS AND NATURE OF THE INDUSTRY.

Location	Industry	Safety	Health	Hours and Wages	No. of Children Employed	Total Recom- mend.
Edmonton	Shops	7	24	19	1	51
"	Offices and Office Buildings	2	3	10	.	15
"	Factories	27	15	7	1	50
	Total	36	42	36	2	116
Calgary	Shops	29	13	15	4	61
"	Offices and Office Buildings .....	..	7	..	2	9
"	Factories	28	8	5	3	44
	Total	57	28	20	9	114
Medicine Hat	Shops	2	1	2	1	6
"	Factories	4	2	2	..	8
	Total	6	3	4	1	14
Lethbridge	Shops .....	..	1	..	..	1
"	Factories	1	3	..	..	4
	Total	1	4	..	..	5
Other Factories	.....	..	5	2	1	8

During the year 1923 inspectors have devoted considerable time to the inspection of elevators, both passenger and freight, situated in buildings coming within the scope of The Factories Act. A total of 500 inspections were made of 269 elevators, and safety recommendations to the number of 223 were made during the year, of which 27 were to passenger elevators and 196 to freight elevators. Passenger elevators inspected, with the exception of three, were situated in retail establishments and office buildings, and were used more by the public than by the employees. Of 72 passenger elevators inspected, 27.7% had one or more safety recommendations made, two of which were that a competent operator be placed in charge of the elevator.

Of 297 freight elevators inspected, 44.9% had one or more safety recommendations made. Many of these recommendations resulted from finding hatchway gates and doors not in accordance with section 44 of The Factories Act.

Table No. 4 shows the number of inspections made of passenger and freight elevators coming within the scope of the Act in the four cities of the province, and the number of recommendations made.

TABLE NO. 4.
TABULATION OF ELEVATOR INSPECTIONS.

Location of Elevators	Total No. Inspects. Made	Passenger Elevators			Freight Elevators		
		No. of Inspects. Made	No. of Elevators Inspected	No. of Recom'ns Made	No. of Inspects. Made	No. of Elevators Inspected	No. of Recom's. Made
Medicine Hat	14	2	2	1	12	12	4
Lethbridge .	12	3	3	3	9	8	7
Calgary . .	347	45	44	17	302	176	123
Edmonton .	127	23	23	6	104	101	62
Total	500	73	72	27	427	297	196

Inspectors issued a number of permits for extended shifts for reasons of trade during the year. These were for stock-taking, seasonal occupation and banquets.

Thirteen children under the age of 15 years were found to be employed during the year. In some instances this occurred during the school vacation. Employers were asked to obey the provisions of the Act respecting child labour.

TABLE No. 5.

TABULATION OF INSPECTIONS, NUMBER OF EMPLOYEES AND
NUMBER OF RECOMMENDATIONS UNDER THE MINIMUM
WAGE ACT FOR THE YEAR 1923.

	No. of Inspections	No. of Businesses Visited.	No. of Experienced Female Employees	No. of Learners	No. of Recom- mendations
ORDER No. 1— Manufacturing	210	172	669	111	36
ORDER No. 2— Laundries, Dyers & Cleaners	30	26	286	13	15
ORDER No. 3— Hotels and Restaurants	531	403	922	39	236
ORDER No. 4— Personal Service	37	34	96	5	19
ORDER No. 5— Office Occupations	887	868	1708	97	99
ORDER No. 6— Retail Establishments	488	471	1326	208	57
Totals of all	2183	1974	4987	473	462

TABLE No. 6.

TABULATION OF INSPECTIONS, AND NUMBER OF RECOMMENDATIONS
MADE UNDER THE THEATRE REGULATIONS
FOR THE YEAR 1923.

No. of Inspections	No. of Theatres	No. of Machines Examined.	No. of Recom- mendations re exits.	No. of Rec. re fire pro- tection in projection rooms.	No. of Rec. re change of wire in projection rooms.	No. of Recs. to Machines
52	53	76	21	22	15	49

STEAM BOILERS BRANCH.

EDMONTON, ALBERTA, December 31, 1923.

W. SMITTEN, ESQ.,
Commissioner of Labour,
Edmonton, Alberta.

SIR,—

I have the honour to furnish you herewith the report of the Steam Boilers Branch covering the year 1923.

Owing to the favourable weather conditions during the past year, particularly during the plowing and threshing seasons, our outside inspection duties have received a more general supervision than has been possible for some years past. Advantage has also been taken of the good weather and improved condition of the roads to visit a greater number of outlying boilers located many miles from the railroads, much to the satisfaction of the owners and to ourselves. The card index system you have adopted is going to prove of much assistance in reminding us of these remote boiler plants and in listing them for more regular supervision.

No accidents have been reported due to the failure of any pressure vessel or accessory covered by the Act.

On July 9th, advice was received from the master mechanic of the McGillivray Creek Coal and Coke Company that on Sunday night the night engineer found the boiler washer, Leonard Morlott, lying dead inside No. 2 boiler shortly after coming on watch at 11 p.m. He was removed with difficulty through the upper manhole and artificial respiration tried, to revive him, but without any success. Two doctors pronounced him dead on arrival. At the inquest which followed, the doctors failed to give a decisive opinion whether the deceased had been electrocuted through handling the extension electric light cord he was using while in a damp boiler, or had died of heart failure. Several cases have been brought to our attention of power plant help having been severely burnt, and one case of electrocution occurred in 1920 due to the use of an extension electric light cord while inside a boiler.

I would strongly recommend to the Department the prohibition of this method of lighting in boiler rooms, or any other place where the user must come into contact with moist or even damp surfaces. In the meantime, the management of the McGillivray Creek & West Canadian Collieries have given their master mechanics instructions to provide acetylene lamps or electric torches for boiler room purposes. Our inspectors use this method of lighting for inspection work, and we find it is most efficient and safe.

Engineer Chas. F. Coffin, of Youngstown, got caught in the power-driven steering gear of a steam tractor on September 17th, while travelling over the road in the dark, and lost his right hand. The gearing was not efficiently guarded.

A serious case of water hammer occurred in the hot water domestic service system at the Rene Lamarchand Mansion at Edmonton, which we were asked to report upon by the city officials, also by the residents who were greatly alarmed.

This system is served from a 48" x 12'-0 horizontal tubular type boiler through a 3" hot water flow pipe, the boiler supply being taken directly from the city mains through a 2" service pipe. During the night a heavy water hammer commenced at the boiler and shook the building, bringing down the scale inside the piping, and loosening a number of joints. The caretaker stated that he was afraid the boiler was going to rupture, and upon looking at the pressure gauge noticed that the index finger was being rotated around the dial.

After an examination had been made of the plant, it was concluded that this action had taken place owing either to a pressure drop in the city water mains, or by the 3" stop valve on the hot water line having been closed for a sufficient length of time to allow the branch lines to be drained through the lower taps, and afterwards opened quickly. As the caretaker positively stated that he had not touched this valve, we decided that the water had drained from the system due to a reduction of pressure in the city mains, and that the disturbance commenced when it flowed back into the boiler. This appeared to be the most likely cause since the service pipe was not equipped with a check valve between the boiler and the city mains, and also from the fact that the water meter on this line was damaged by the hot water having flowed through, thus reversing its measuring mechanism. We ordered a 2" check valve to be placed on the service pipe, and the relief valve on the boiler which failed to open was overhauled, although this equipment is not governed by the Act.

One of the 66" x 14'-0 horizontal tubular boilers at the Midland Collieries, of Midlandvale, got badly damaged by overheating on June 15th, while using mine water for boiler feed. The fire-sheet of this boiler has had to be straightened and patched for the second time, and for the same reason.

A traction boiler owned by Mr. C. Bass, of Lethbridge, dropped its crown sheet on account of low water while working in the Vulcan district in October last. The engineer, N. G. Scarr, did not hold the required traction engineer's certificate, and therefore was not qualified to take charge of this steam tractor. He was registered as a third class stationary engineer with the Department, but has not qualified for the service he was undertaking.

A large patch recently fitted to the front course of one of the 72" x 18'-0 boilers at the A.B.C. mine, Drumheller, recently showed signs of weakness. Two cracks developed from the rivets outwards and the patch began to leak badly. These cracks are apparently due to bending stresses on the rivets, which are caused through the rivet holes in the patch not being in alignment with those in the shell plate. As the boiler is badly needed due to shortage of power, only temporary repairs could be undertaken, but another patch will be applied at the first opportunity. In the meantime, this boiler is under close observation. In future, I

intend to have the inspectors insist upon examining every patch when set up in place with all rivet holes formed, and before being finally riveted. This precaution will prevent any risks due to workmanship having to be taken either by the owner or by the Department.

I am pleased to report an increase of inspections over last year numbering 417 as included in the following summary:

Inspectors.	No. of Inspections			Total Visits of Inspection	Mode of Inspection			Number of Certificates Issued
	Power	Heating	Air		Ext.	Int. and Ext.	Hydro Test	
Marshall, Nat.	297	45	21	370	5	334	236	303
Buxton, Jos.	188	93	8	307	27	239	231	288
Dick, A. W.	264	79	36	390	39	333	226	350
Douglas, J.	112	55	22	186	..	173	90	167
Hawkins, J. F.	165	81	7	292	61	188	135	234
Cargill, J. F.	264	19	6	298	9	278	216	278
Bradshaw, A.	243	53	18	316	52	254	176	258
Scott, Robt.	240	28	47	318	77	222	147	264
Alexander, H. G.	284	39	21	352	21	316	210	282
Office	4	..	..	4	..	3	2	4
Total	2062	492	186	2833	291	2340	1669	2428

Classification:

Horizontal Tubular	426
Horizontal Furnace	48
Locomotive	1299
Water Tube	146
Vertical Tubular	120
Air Receivers	194
Steel Heating	272
Cast Iron	207
Total.....	2712

Condition:

Good	1602
Fair	933
Poor	161
Condemned	16
Total.....	2712

Fifty-three of the above inspections were conducted under the provisions of section 16 of the Act, when special calls were made for immediate inspection, all the expenses and transportation charges being made by the owners.

Several new power plant installations have taken place during the year, the principal one being at the Imperial Oil Refineries, of Calgary, where 4-330 horse power Kidwell Ringflow water tube boilers equipped with the Combustion Engineering Company's stokers are now in operation. This is, I believe, the most up-to-date power plant in Canada, and we are looking forward with much expectation to the efficiency records taken from the refinery company's log sheets. The company intend to add two more boilers to the present equipment shortly.

A number of reinstallations have been made of second-hand power equipment from designs approved by the Department. We have had considerable extra duties this year, owing to the importation of new and second-hand tractors required to handle the heavy crops during harvest season. Developments in the Southern Alberta oil fields also called for more special inspections and correspondence than usual. The difficulty has been to keep out the generally poorly constructed undesirable boilers such as are used in the United States for well drilling purposes.

Referring to the examinations for engineers' certificates. These have been held on the first Saturday in each month throughout the year, at the inspectors' district headquarters, and since the absence of Mr. J. Douglas from Red Deer, I have undertaken the examination of candidates at the appointed time, in addition to holding special examinations in cases of emergency at the head office. Advertised examinations have also been held at 5 points in the Camrose district, 6 points in the northern portion of the Vegreville district, and 5 points in the Edmonton district, including Peace River, High Prairie, Spirit River and Grande Prairie.

A number of candidates were given the advantage of this accommodation at these outlying districts, and gladly availed themselves of the opportunity to qualify.

A summary of the number and class of engineers' certificates issued throughout the year resulting from the above mentioned examinations is included here for your perusal:

Inspector	1st Class	2nd Class	3rd Class	Tract. Final	F. F. Cert.	Prov. Cert.	Pen. Prov.	Permits
Marshall, Nat. ....	..	2	9	8	..	44	15	32
Buxton, Jos. ....	..	..	..	..	..	9	4	10
Dick, A. W.	1	2	11	7	1	22	13	19
Douglas, J. ....	..	..	6	8	..	42	25	7
Hawkins, J. F.	1	8	14	8	..	47	18	3
Cargill, J. F. ....	..	1	45	14	7	73	25	5
Bradshaw, A. ....	..	2	4	6	1	37	15	10
Scott, Robt. ....	..	..	10	14	3	60	34	14
Alexander, H. G. ....	..	..	1	10	..	33	14	6
Office .....	..	3	19	13	3	40	150	39
Total.....	2	18	119	88	15	407	313	145

Examinations for projectionists' certificates under The Theatres Act were held by each of the inspectors at the November examinations, together with a special examination by Inspector Marshall at Blairmore to accommodate the candidates located in the Pass who were unable to attend the Lethbridge exams.

A complete series of new examination question papers for the various grades and classes of certificates were drafted early in the year, with the assistance of Inspectors Cargill and Scott. The objective being to keep up the standard of qualifications required by the Act with the development of power plant practice, also to have the engineers in the Province educate themselves to efficiently and safely take care of such modern machinery.

Referring to the class of firemen generally utilized to take charge of heating plants in public buildings, including churches and apartment blocks, Inspector Hawkins says in his report:

"Out of 85 heating boilers inspected by me in Calgary, 41 received their initial inspection. In one building I found the safety valve on a cast iron boiler set at 25 pounds working pressure." (Should only carry a maximum of 10 pounds). "The safety valve on another boiler was found to be stuck and had not been working for some time. The janitor did not understand me when I questioned him regarding his testing the valve, and called the steam gauge a clock."

Recommendation has been made to amend the Act to provide for the night watchman of a steam plant being required to qualify for a certificate under the Act. This provision would legally allow him to spread the fires under the boilers and raise steam before the arrival of the engineer in charge.

It is also recommended that an annual registration of engineers' certificates be made, in order that a proper record can be kept by the Department of those eligible to operate under the Act. This method is followed in other Provinces much to the satisfaction of all concerned. Our files are congested with records kept of engineers qualifying since the year 1899, and as a number of these men are deceased and others scattered throughout the world an up-to-date list such as the annual re-registration would provide, will be of much advantage both to the engineers and the Department.

Engineers throughout the Dominion are still agitating for an interprovincial engineer's certificate. They feel that the present system of having to qualify in each individual province should not be necessary. I note that the Chief Inspector for Saskatchewan is very desirous of having this measure adopted, and if only the four western provinces could agree to adopt a uniform Act to govern the certificating of engineers, it would be a very popular arrangement. All steam users, and especially structural contractors who undertake contracts throughout the west, would be highly pleased with the measure.

The Interprovincial Code of Boiler Regulations has been in effect for nearly four years, and during this time many questions have arisen regarding interpretation, and a number of amend-

ments are desirable, particularly from the manufacturers' viewpoint. The board proposes to meet in conference this Spring to make necessary adjustments to reach an agreement in the proposed revisions which should be recommended to the respective Departments for consideration.

Referring again to my personal services. The number of designs surveyed and reported upon total 247 for the year. A revenue of \$1,247.25 was collected for the registration of these designs.

Amongst the number of complaints of violations of the Act investigated by the inspectors, five were taken into court for settlement. Two cases of neglecting to pay the inspection fees under section 37, and one case of operating without an engineer's certificate, were convicted and fines imposed.

The Provincial Police have again rendered their usual efficient service in enforcing the requirements of the Act. The police took legal action in at least 16 cases and, according to our records, secured 10 convictions under section 6 for operating without a license plate, 3 under section 38, and 1 under section 40 of the Act for operating without possessing an engineer's certificate. Two other cases were dismissed. In addition, the police investigated and reported upon a number of alleged cases of illegal practice at the request of the Department.

Acting upon your suggestion we transferred the headquarters of Inspector A. Bradshaw from Hanna to Drumheller, and rearranged his territory assignment to suit this centre of operations. He has been provided office accommodation in the new police headquarters in Drumheller.

It is with much regret we have to report the resignation of Mr. Donald Munro who has so efficiently filled the position of chief clerk for the Boilers Branch during the past sixteen years. Mr. Munro has left with the kindest remembrance of the staff, each one of which he always took a deep personal interest in.

In conclusion, we are inserting below a statement of the certificates issued for 1923, also of fees collected under the provisions of the Act for the various services performed. You will note that the revenue is increased by \$3,180.00 above that of the preceding year.

I have the honour to be, Sir,

Your obedient servant,

F. W. HOBSON,

Chief Inspector of Boilers.

SCHEDULE.

	1922	1923
Number of Certificates Issued for Boilers Inspected	2051	2428
Number of Advertised Examinations Held for		
Engineers	9	15
Number of First Class Certificates Issued.....	3	2
Number of Second Class Certificates Issued.....	21	18
Number of Third Class Certificates Issued.....	122	119
Number of Traction Final Certificates Issued.....	65	88
Number of Firemen's Final Certificates Issued...	31	15
Number of Provisional Certificates Issued.....	327	407
Number of Renewals of Provisional Certificates		
Issued	253	313
Number of Permits Issued	75	145

FEES COLLECTED.

	1922	1923
For Inspection of Boilers.....	\$8,811.00	\$8,841.12
For Special Examination of Boilers, etc...	1,466.90	1,579.57
For Examination of Candidates for Final		
Certificates	1,242.50	1,252.50
For Provisional Certificates	2,887.50	3,585.00
For Permits	575.00	1,087.50
For Survey of Drawings.....	1,252.50	1,247.25
For Issue of Boiler License Plates.....	11,572.50	13,395.00
Total.....	\$27,807.90	\$30,987.94

REPORT OF DIRECTOR ALBERTA GOVERNMENT EMPLOYMENT OFFICES

The general employment situation throughout the Province showed a marked improvement over 1922.

At the first of the year 997 men were registered for whom no employment could be found, compared with 3,414 at the first of the year 1922, and at December 31st, 1923, the number had decreased to 495. As in previous years the peak of unemployment was reached early in the month of March, when 1,258 men were registered for whom no employment was available, however for the same period of 1922 the number was 4,374.

May 1st, Mr. J. W. Mitchell, director of employment offices, resigned from the service. The Commissioner of Labour was requested to carry out the duties of this office, and so that these could be performed more effectively the clearing house was moved from Calgary to Edmonton. The staffs of the various offices have been reduced as follows: Calgary, one male, one female; Edmonton, one male; Lethbridge, one male; Medicine Hat, one male.

The volume of work performed by the employment offices shows a marked increase over 1922. A total of 55,273 persons were placed in employment, of which number 48,266 were males and 7,007 were females. This is an increase over 1922 of 15,187, when the total was 40,086.

With the increase in the volume of business and the reduction of staff and other economies that have been effected the average cost per placement has been reduced to 87 cents from \$1.63 in 1922.

Of the male placements 29,425 were sent to farms, 1,547 to building construction, 129 to clerical work, 1,050 to domestic and personal occupations, 3,503 to general labouring, 3,777 to lumber camps, 657 to manufacturing industries, 136 to professional and technical occupations, 2,341 to railroad construction camps, 680 for railroad operation, 869 for mining, 996 to miscellaneous occupations, and 3,279 for casual employment.

Of the females placed, 932 were sent to farms, 72 to clerical positions, 2,906 as domestics, 8 to manufacturing, 29 to miscellaneous occupations, and 3,060 to casual employment.

The wide range of positions handled can be taken as an indication of the general service performed, and shows how the work is appreciated by both employer and employee.

At the conference of the Employment Service Council of Canada held in Ottawa, June 14th and 15th, 1923, with a view to facilitating the harvesting of the western crop, the following recommendations were made: 1. That arrangements be made for excursions from points in Eastern Canada and British Columbia. 2. That the employment offices in the Prairie Provinces should have during the harvest season a local distribution rate

for the reshipment of harvesters to points of demand. 3. That rate concessions be granted to local labour in the urban centres of the Prairie Provinces in order that such labourers may be distributed to the harvest fields prior to the arrival of the regular excursion trains. 4. That the Minister of Labour for Canada be urged to meet with the Passenger Association of Canada and press for the granting of these requests.

The railway officials agreed to provide excursions from Eastern Canada and British Columbia. The excursions from Eastern Canada to run to Winnipeg only, from which point men would be distributed in accordance with requirements. Fare to be one-half cent per mile from Winnipeg to point of destination. Excursions from British Columbia were arranged at a base fare of \$10.00 to Edmonton, Calgary, Lethbridge, Medicine Hat and Drumheller, and an additional rate of one-half cent per mile to points beyond and between these points provided ticket was obtained to destination when excursion ticket was obtained in British Columbia. The request for special local distribution rates for harvesters was refused.

So that we could advise the officials of the railway companies of the number of men required for harvest a very careful and extensive survey of the situation was made. A circular was forwarded to all United Farmers' locals requesting a statement of the acreage in crops, a record of crop conditions was obtained periodically, also an estimate from our agents throughout the Province as to the numbers required in each district. From this we were able to arrive at a fairly accurate estimate of the numbers required.

We presented the requirements for Alberta to a meeting of the Western Passenger Association as 13,000 men, of which number we expected to be able to obtain 3,000 locally.

Saskatchewan's requirements were estimated as 43,000 and Manitoba as 15,000. We were advised by the railway officials that, due to the employment situation in the East, in their estimation it would not be possible to secure this number. The excursions from the East were run in six series, the first arriving in Winnipeg August 6th and the last August 27th. During the rush of operations we had four men on duty in Winnipeg meeting all trains, and were able to secure for points in Alberta a total of 8,552 men. The offices in British Columbia performed excellent service in recruiting men for the harvest fields, a total of 2,317 men being shipped to points in Alberta.

With a view to securing as many as possible from residents of the Province an intensive publicity campaign was carried on. Employers were requested to release as many of their employees as possible for harvest work. Boards of Trade were requested to assist by persuading persons to spend their vacation in the harvest fields. A circular was sent to high school and university students requesting their help. An arrangement was made whereby nearly all of the male students in the Normal Schools worked in the harvest fields during the first three weeks of September. A representative was sent through the northern section of Montana, and approximately 100 men were secured from this source.

Altogether nearly 15,000 men were sent to work harvesting the crop, which is approximately twice the number that have been required any previous year.

In connection with the harvest excursions, the railway companies provided a special reduced fare from the British Isles, and approximately 12,000 men were brought west by these excursions. Most of these men came with the intention of staying and a special effort has been made to find suitable winter employment for them. Approximately 1,000 men have found such employment through our offices.

In connection with the women's section, a gratifying feature of the year's work is the increased number of placements in clerical positions. While the main groups will in all probability be farm, domestic and personal and casual employment, as the service comes to be better known and appreciated no doubt the placements in the technical groups will materially increase.

October 1st the office at Calgary was moved to 622 2nd Street East. These premises are better adapted to the work to be performed, additional to which a material saving in rent has been effected.

The accompanying charts and tables (printed at the back of this Report) show the business transacted by the Employment Service for the period under review, both by months and offices.

TOTAL OF YEAR'S BUSINESS BY MONTHS.

	Applica- tions	Vacancies	Place- ments	In Transfers	Out Transfers
January	3266	1921	1694	39	43
February	2704	1679	1430	32	33
March	3540	2339	1993	14	37
April	4870	4752	3648	101	77
May	4866	4006	3754	52	39
June	5094	4255	4053	47	25
July	4004	4107	3490	47	25
August	9360	10749	8676	1339	80
September	11575	14981	11105	965	60
October	7058	7154	6685	73	35
November	4491	3601	3504	23	305
December	3443	2570	2501	8	58
	64271	62114	52533	2740	817

TOTAL OF YEAR'S BUSINESS BY DISTRICTS.

	Applica- tions	Vacancies	Place- ments	In Transfers	Out Transfers
Calgary	28456	27175	21370	1451	192
Edmonton	21243	20825	18800	495	590
Lethbridge	6905	7145	6709	312	2
Medicine Hat	3152	3322	3041	145	21
Drumheller	4515	3647	2613	337	12
	64271	62114	52533	2740	817

REPORT OF MINIMUM WAGE BOARD

TO THE HONOURABLE THE MINISTER OF PUBLIC WORKS,
Province of Alberta.

SIR,—

We have the honour to present the first annual report of the Minimum Wage Board of Alberta covering the various matters which have been dealt with by the board during the year 1923.

The number of meetings held by the board during the year was twelve. Additional to this, sessions were held with employers and employees from the manufacturing industries, laundries, dyeing and cleaning establishments and retail stores in the cities of Edmonton, Calgary, Lethbridge and Medicine Hat.

Following the publication of Orders No. 1 to 6, establishing a minimum wage of \$14.00 per week for female employees in manufacturing industry, laundries and dyeing and cleaning establishments, hotels and restaurants, personal service, office occupations and retail establishments, in *The Alberta Gazette*, January 17th, 1923, representations were made to the board by employers that the rates specified were too high, and that unless changes were made business in the Province would be seriously handicapped.

After careful consideration Orders No. 1, 2, and 6 affecting manufacturing, laundries and retail establishments respectively were amended and a minimum wage of \$12.00 per week for females employed in these industries was established, same to be operative from April 1st to August 31st, 1923, after which date minimum of \$14.00 would be operative.

Provision was made whereby conferences could be held under the direction of the chairman between representatives of employers and employees, but owing to the resignation of the chairman, Mr. A. G. Browning, due to his leaving the Province, no such conferences could be arranged.

During August Mr. A. A. Carpenter was appointed chairman of the board, but on account of the absence of members it was not possible to hold a meeting prior to October 9th, at which meeting it was decided to suspend the operation of the \$14.00 minimum under Orders No. 1, 2 and 6 and to arrange for conferences of employers and employees, affected by these orders, immediately.

The services of the factory inspectors were again used to arrange these sessions. During the latter part of October and the first week of November, a total of sixteen conferences were held in Edmonton, Calgary, Lethbridge and Medicine Hat, and public sessions in Calgary and Edmonton.

In a few cases, these conferences resulted in the submission of a report as provided by The Minimum Wage Act. In most cases, however, the parties interested were satisfied to leave the evidence submitted, for the board's consideration.

It has been suggested that these conferences only tend to mislead the board in arriving at a decision on the matters at issue. The fear was expressed that the employees would not be apt to express their true views of the questions under discussion, owing to the fear lest any outspokenness or free expression of opinion on their part would prejudice them in their relations with their employers. However, these objections were kept constantly in mind during the holding of these conferences, and every effort was made to ascertain whether or not the views expressed by the representatives of the employees were a true expression of their own opinion and entirely uninfluenced by their employers.

One of the difficulties experienced in connection with the holding of these conferences has been in the selection of employees' representatives in unorganized industries, and another difficulty has been in the lack of opportunity for these representatives to consult with the body of employees. These difficulties manifestly may be overcome, and the objections already mentioned rather raise the question as to how much weight should be attached to these proceedings rather than to suggest the total elimination of the conference idea.

It is to be regretted that the members of the board could not come to a unanimous decision in dealing with the orders in question.* However, after a very careful consideration of the evidence available,—and it may be said that in the last series of conferences alone, the views of approximately 100 of the parties directly interested were presented,—a majority of the board's members came to the conclusion that, in view of the conditions now prevailing, it would not be wise to bring into effect the \$14.00 minimum in the industries covered by the orders in question. The industries affected were largely in competition with industries in Manitoba and the Eastern Provinces. In Quebec there is at present no minimum wage, and in Manitoba and Ontario the minimum wage is, generally speaking, considerably lower than the minimum fixed by these orders. The possibility, if not probability, that a higher minimum wage would result in the loss of employment for a considerable number of employees and short time for a further considerable number could not lightly be disregarded.

The orders in question were accordingly rescinded and new orders in which the minimum wage was fixed at \$12.50 per week were issued. In arriving at this new minimum wage, the question of a living wage was carefully considered, and the board believes that the principle generally supposed to be involved in fixing a minimum wage, *i.e.*, the providing of a living wage, has not been lost sight of.

Respectfully submitted,

A. A. CARPENTER,
Chairman, Minimum Wage Board.

W. SMITTEN,
Secretary, Minimum Wage Board.

* Mrs. Ingram dissented from the majority finding.

The following are the complete orders as approved by the board and in effect at December 31st, 1923:

MINIMUM WAGE BOARD

PROVINCE OF ALBERTA

ORDER No. 1

FIXING MINIMUM WAGE FOR FEMALE EMPLOYEES IN MANUFACTURING INDUSTRY.

1. No person, firm or corporation shall employ an experienced female or suffer or permit an experienced female to be employed in the making, preparing, altering, repairing, ornamenting, printing, finishing, packing, assembling parts of, adapting for use or sale any article or commodity at a rate of wages less than \$12.50 per week.

An experienced female is one who has completed the period of learning as specified in this order.

2. The rate of wages for apprentices or learners may be less than the rate prescribed for experienced workers and shall be in accordance with the following schedule:

(a) For all inexperienced females employed in meat packing, seed packing and tea packing establishments, any business, trade, calling or occupation in which any of the articles or commodities mentioned in the following list are manufactured, prepared or adapted for sale or use, bags, baking powders, beds, bed springs, buttons, cans, clothes pins, coffee, corn brooms, cream and milk products, drug and toilet preparations, explosives, extracts, gas mantles, honey, ink, jelly powders, macaroni, matches, molasses, munitions, pails, paint, peanut butter, roofing, sauces, soap, soft drinks, spices, sugar, sweeping compounds, syrups, toys, varnish, vermicelli, wash boards, whisks, yeast, biscuits, brushes, candy, and any other manufacturing industry not enumerated in these schedules: An inexperienced female shall be paid wages at a rate not less than—

\$6.00 per week for the 1st, 2nd and 3rd months,
\$8.00 per week for the 4th, 5th and 6th months,
\$10.00 per week for the 7th, 8th and 9th months,

after which period she shall be considered experienced and shall be paid not less than the minimum rate of \$12.50 per week prescribed for experienced workers.

(b) For all inexperienced females employed in photographic studios or any business, trade, calling or occupation in which any of the articles or commodities mentioned in the following list are manufactured, prepared, or adapted for use or sale, awnings, bedding, mattresses, men's neckwear, overalls, shirts, tents, umbrellas, water-proof clothing, window shades, caps, carpets, cigars, elastic goods, furniture, gloves, hats (other than millinery), hosiery, ladies' and children's wear, leather goods, regalia, rugs, boots and shoes, dipped chocolates, draperies, furniture covering, men's ready-to-wear clothing, paper boxes, garment

alterations, jewellery manufacturing, knitting factories, or any allied industry, an inexperienced female employee shall be paid wages at a rate not less than—

\$6.00 per week for the 1st, 2nd, 3rd and 4th months,
 \$8.00 per week for the 5th, 6th, 7th and 8th months,
 \$10.00 per week for the 9th, 10th, 11th and 12th months,

after which period she shall be considered experienced and shall be paid not less than the minimum rate of \$12.50 per week prescribed for experienced workers.

(c) For all inexperienced females employed at book-binding, embossing, engraving and printing, an inexperienced female employee shall be paid wages at a rate not less than—

\$7.00 per week for the 1st, 2nd, 3rd, 4th, 5th and 6th months,
 \$9.00 per week for the 7th, 8th, 9th, 10th, 11th and 12th months,
 \$11.00 per week for the 13th, 14th, 15th, 16th, 17th and 18th months,

after which period she shall be considered experienced and shall be paid not less than the minimum rate of \$12.50 per week prescribed for experienced workers.

(d) Dressmaking, tailoring and fur-sewing apprentices: A probationary period of one month for which no wages are stipulated is allowed, after which period an inexperienced female employee shall be paid at a rate not less than—

\$6.00 per week for the 2nd, 3rd and 4th months,
 \$8.00 per week for the 5th, 6th, 7th and 8th months,
 \$10.00 per week for the 9th, 10th, 11th and 12th months,

after which period she shall be considered experienced and shall be paid not less than the minimum rate of \$12.50 per week prescribed for experienced workers.

(e) Millinery Apprentices: A probationary period of one month for which no wages are stipulated is allowed, after which period an inexperienced female employee shall be paid wages at a rate not less than—

\$4.00 per week for the 2nd and 3rd months,
 \$6.00 per week for the 4th, 5th and 6th months,
 \$8.00 per week for the 7th, 8th and 9th months,
 \$10.00 per week for the 10th, 11th and 12th months,

after which period she shall be considered experienced and shall be paid not less than the minimum rate of \$12.50 per week prescribed for experienced workers.

2. HOURS—

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any factory or workroom for a greater number of hours than forty-eight (48) in any one week; provided, however, that in emergency cases overtime may be worked, but in no case shall the total time during which such female is employed including overtime exceed 52 hours in any three weeks of any calendar month.

3. Not more than twenty-five per cent. (25%) of the entire female working staff shall be apprentices or learners.

4. Every employer of female labor in a factory or workroom shall keep a register of the names and addresses, the working hours and the actual earnings of all female employees, and shall on request permit any member or representative of the board to inspect and examine same.

5. Each employer is required to keep a copy of this order posted in each room in which employees affected by the order are employed.

6. Where any place of business covered by the orders or regulations made by the board is open to the public for the transaction of business at least forty-four (44) hours in any one week, any employee who shall be on duty during the whole of such time in which such place of business shall be so open to the public, shall be entitled to be paid the minimum wage provided for without any reduction whatsoever.

ORDER No. 2.

FIXING MINIMUM WAGE FOR FEMALE EMPLOYEES IN LAUNDRIES, DYEING AND CLEANING ESTABLISHMENTS.

1. No person, firm or corporation shall employ an experienced female or suffer or permit an experienced female to be employed in a laundry or dyeing or cleaning establishment at a rate of wages less than \$12.50 per week.

An experienced female is one who has completed the period of learning as specified in this order.

2. The rate of wages for apprentices or learners may be less than the rate prescribed for experienced workers, and shall be in accordance with the following schedule, not less than—

\$9.50 per week for the 1st, 2nd, 3rd and 4th months,
\$10.50 per week for the 5th, 6th, 7th and 8th months,
\$11.50 per week for the 9th, 10th, 11th and 12th months,

after which period she shall be considered an experienced worker, and shall be paid not less than the minimum rate of \$12.50 per week prescribed for experienced workers.

3. HOURS—

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any laundry or dyeing or cleaning establishment for a greater number of hours than forty-eight (48) in any one week; provided, however, that in emergency cases overtime may be worked, but in no case shall the total time during which such female is employed including overtime exceed 52 hours in any three weeks of any calendar month.

4. Not more than twenty-five per cent. (25%) of the entire female working staff shall be learners.

5. Every employer of female labor in a laundry, dyeing or cleaning establishment shall keep a register of the names and addresses, the working hours and the actual earnings of all female employees and shall on request permit any member or representative of the board to inspect and examine same.

6. Each employer is required to keep a copy of this order posted in each room in which employees affected by the order are employed.

7. Where any place of business covered by the orders or regulations made by the board is open to the public for the transaction of business at least forty-four (44) hours in any one week, any employee who shall be on duty during the whole of such time in which such place of business shall be so open to the public shall be entitled to be paid the minimum wage provided for without any reduction whatsoever.

ORDER No. 3.

GOVERNING FEMALE EMPLOYEES IN HOTELS, RESTAURANTS, BOARDING HOUSES, ETC.

1. WAGES—

(a) No person, firm or corporation shall employ an experienced female or suffer or permit an experienced female to be employed in any hotel, restaurant, refreshment room, boarding house, tea room, ice cream parlor, or light lunch stand at a rate of wages less than—

\$14.00 per week of six days,
\$16.50 per week of seven days.

An experienced female is one who has been employed in the industry three (3) months or more.

The rate of wages for apprentices or learners may be less than the rate prescribed for experienced workers, and shall be in accordance with the following schedules; not less than—

\$10.00 per week for the 1st month,
\$11.00 per week for the 2nd month,
\$12.00 per week for the 3rd month,

for a week of six days, and not less than—

\$11.50 per week for the 1st month,
\$12.75 per week for the 2nd month,
\$14.00 per week for the 3rd month,

for a week of seven days, after which period she shall be considered an experienced worker and shall be paid not less than the minimum rate of \$14.00 per week of six days, and \$16.50 per week of seven days prescribed for experienced workers.

2. DEDUCTIONS—

(a) Where meals are furnished by an employer as part payment of wages of an employee not more than \$5.00 per week shall be deducted from her weekly wage for a full week's board of twenty-one meals. A fraction of a week's board shall be computed upon a proportional basis.

(b) Where lodging is furnished by an employer as part payment of wages of an employee, not more than \$2.00 per week shall be deducted from her weekly wage for a full week's lodging of seven days.

3. HOURS—

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any hotel, restaurant, refreshment room, boarding house, tea room, ice cream parlor or light lunch stand, or in more than one establishment of that class for a greater number or combined number of hours, than forty-eight (48) in any one week in the case of establishments open to the public only six days per week, or fifty-six (56) in any one week in the case of establishments open to the public seven days per week; provided, however, that in emergency cases overtime may be worked, but in no case shall the total time during which such female is employed including overtime exceed 52 hours in the case of a six day week and 60 hours in the case of a seven day week, in any three weeks of any calendar month.

4. Not more than twenty-five per cent. (25%) of the entire working staff shall be learners.

5. Every employer of female labor in a hotel, restaurant, refreshment room, boarding house, tea room, ice cream parlor, or light lunch stand shall keep a register of the names and addresses, the working hours and the actual earnings of all female employees and shall on request permit any member or representative of the board to inspect and examine same.

6. Each employer is required to keep a copy of this order posted in each room in which employees affected by the order are employed.

7. Where any place of business covered by the orders or regulations made by the board is open to the public for the transaction of business at least forty-four (44) hours in any one week, any employee who shall be on duty during the whole of such time in which such place of business shall be so open to the public, shall be entitled to be paid the minimum wage provided for without any reduction whatsoever.

ORDER No. 4.

GOVERNING FEMALE EMPLOYEES IN PERSONAL SERVICE OCCUPATIONS.

1. WAGES—

(a) No person, firm or corporation shall employ an experienced female or suffer or permit an experienced female to be employed in any hairdressing or manicuring establishment, beauty parlor, barber shop, theatre, motion picture house, shooting gallery, joy parlor, dance hall, cabaret, garage, gasoline service station, or any establishment, where business of a similar nature is carried on, or as elevator operator, at a rate of wages, less than \$14.00 per week (provided this clause shall not apply to ushers in theatres, motion picture houses, music halls, and cloak room attendants in cabarets and dance halls).

An experienced female is one who has completed the period of learning as specified in this order.

(b) The rate of wages for apprentices or learners in hairdressing and manicuring establishments, beauty parlors, and barber shops may be less than the rate prescribed for experienced workers and shall be in accordance with the following schedule: One month probationary period for which no wage rate is stipulated, not less than—

\$6.00 per week for the 2nd and 3rd months,

\$8.00 per week for the 4th, 5th and 6th months,

\$10.00 per week for the 7th, 8th and 9th months,

\$12.00 per week for the 10th, 11th and 12th months,

after which period a worker shall be considered experienced and shall be paid not less than the minimum rate of \$14.00 per week prescribed for experienced workers.

(c) No learning period necessary for other occupations covered by this order.

(d) Ushers in theatres, motion picture houses, music halls, and cloak-room attendants in cabarets and dance halls.

Class A. Houses where performance is not continuous. The minimum rate of wages for ushers in theatres, motion picture houses, music halls and cloak room attendants in cabarets and dance halls shall be fifty cents (50c) per hour or any fraction thereof with a minimum payment of \$1.00 for periods between 9:00 a.m. and 6:00 p.m. or between 6:00 p.m. and 12:00 p.m.

Class B. For ushers or cloak room attendants working more than twenty-eight (28) hours and not more than forty-eight hours per week, the minimum wage shall be \$14.00 per week.

2. HOURS—

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any hairdressing establishment, beauty parlor, barber shop, theatre, motion picture house, shooting gallery, joy parlor, dance hall, music hall, cabaret, garage, gasoline service station, or any establishment where business of a similar nature is carried on, for a greater number of hours than forty-eight (48) in any one week; provided, however, that in emergency cases overtime may be worked, but in no case shall the total time during which such female is employed including overtime exceed 52 hours, in any three weeks of any calendar month.

3. No girl under eighteen years of age allowed to work in any occupation covered by this regulation except by permission of the board.

4. Not more than twenty-five per cent. (25%) of the entire female working staff shall be apprentices or learners.

5. Every employer of female labor in a hairdressing or manicuring establishment, beauty parlor, barber shop, theatre, motion picture house, shooting gallery, joy parlor, dance hall, music hall, cabaret, garage, gasoline service station or any establishment where business of a similar nature is carried on, shall keep a register of the names and addresses, the working hours and the actual earnings of all female employees and shall on request permit any member or representative of the board to inspect and examine the same.

6. Each employer is required to keep a copy of this order posted in each room in which employees affected by this order are employed.

7. Where any place of business covered by the orders or regulations made by the board is open to the public for the transaction of business at least forty-four (44) hours in any one week any employee who shall be on duty during the whole of such time in which such place of business shall be so open to the public, shall be entitled to be paid the minimum wage provided for without any reduction whatsoever.

ORDER No. 5.

GOVERNING FEMALE EMPLOYEES IN OFFICES.

1. WAGES—

(a) No person, firm or corporation shall employ an experienced female or suffer or permit an experienced female to be employed as stenographer, bookkeeper, typist, billing clerk, filing clerk, checker, invoicer, cashier, comptometer-operator, auditor, attendant in physicians' and dentists' offices, clerical work of any description, cash girl, telephone or telegraph operator, at a rate of wages less than \$14.00 per week.

An experienced female is one who has completed the period of learning as specified in this order.

(b) The rate of wages for apprentices or learners may be less than the rate prescribed for experienced workers and shall be in accordance with the following schedule: One month probationary period for which no wage rate is stipulated, not less than—

\$7.50 per week for the 2nd and 3rd month,
\$10.00 per week for the 4th, 5th and 6th months,
\$11.00 per week for the 7th, 8th and 9th months,
\$12.00 per week for the 10th, 11th and 12th months,
after which period a worker shall be considered experienced and shall be paid not less than the minimum rate of \$14.00 per week prescribed for experienced workers.

2. HOURS—

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any office, as stenographer, book-keeper, typist, billing clerk, filing clerk, checker, invoicer, cashier, comptometer operator, auditor, attendant in physicians' or dentists' offices, clerical work of any description, cash girl, telephone or telegraph operator, for a greater number of hours than forty-eight (48) in any one week; provided, however, that in emergency cases overtime may be worked, but in no case shall the total time during which such female is employed including overtime exceed 52 hours in any three weeks of any calendar month.

3. Not more than twenty-five per cent. (25%) of the entire female working staff shall be apprentices.

4. Every employer of female labor in an office shall keep a register of the names and addresses, the working hours and the actual earnings of all female employees and shall on request permit any member or representative of the board to inspect and examine the same.

5. Every employer is required to keep a copy of this order posted in each room in which employees affected by the order are employed.

6. Where any place of business covered by the orders or regulations made by the board is open to the public for the transaction of business at least forty-four (44) hours in any one week, any employee who shall be on duty during the whole of such time in which such place of business shall be so open to the public, shall be entitled to be paid the minimum wage provided for without any reduction whatsoever.

ORDER No. 6.

FIXING MINIMUM WAGE FOR FEMALE EMPLOYEES IN SHOPS, STORES AND MAIL ORDER HOUSES.

1. No person, firm or corporation shall employ an experienced female or suffer or permit an experienced female to be employed in a shop, store or mail order house at a rate of wages less than \$12.50 per week.

(This order shall apply to the sales force, the wrapping force, the auditing or check inspection force, the shoppers force in the mail order department, the receiving, marking and stock room employees, sheet music sales-woman, and those otherwise engaged in the sale, purchase or distribution of any goods or merchandise.)

An experienced female is one who has completed the period of learning as specified in this order.

2. The rate of wages for apprentices or learners may be less than the rate prescribed for experienced workers, and shall be in accordance with the following schedule, not less than—

\$7.50 per week for the 1st, 2nd and 3rd months,

\$9.00 per week for the 4th, 5th and 6th months,

\$10.00 per week for the 7th, 8th and 9th months,

\$11.00 per week for the 10th, 11th and 12th months,

after which period she shall be considered an experienced worker and shall be paid not less than the minimum rate of \$12.50 per week prescribed for experienced workers.

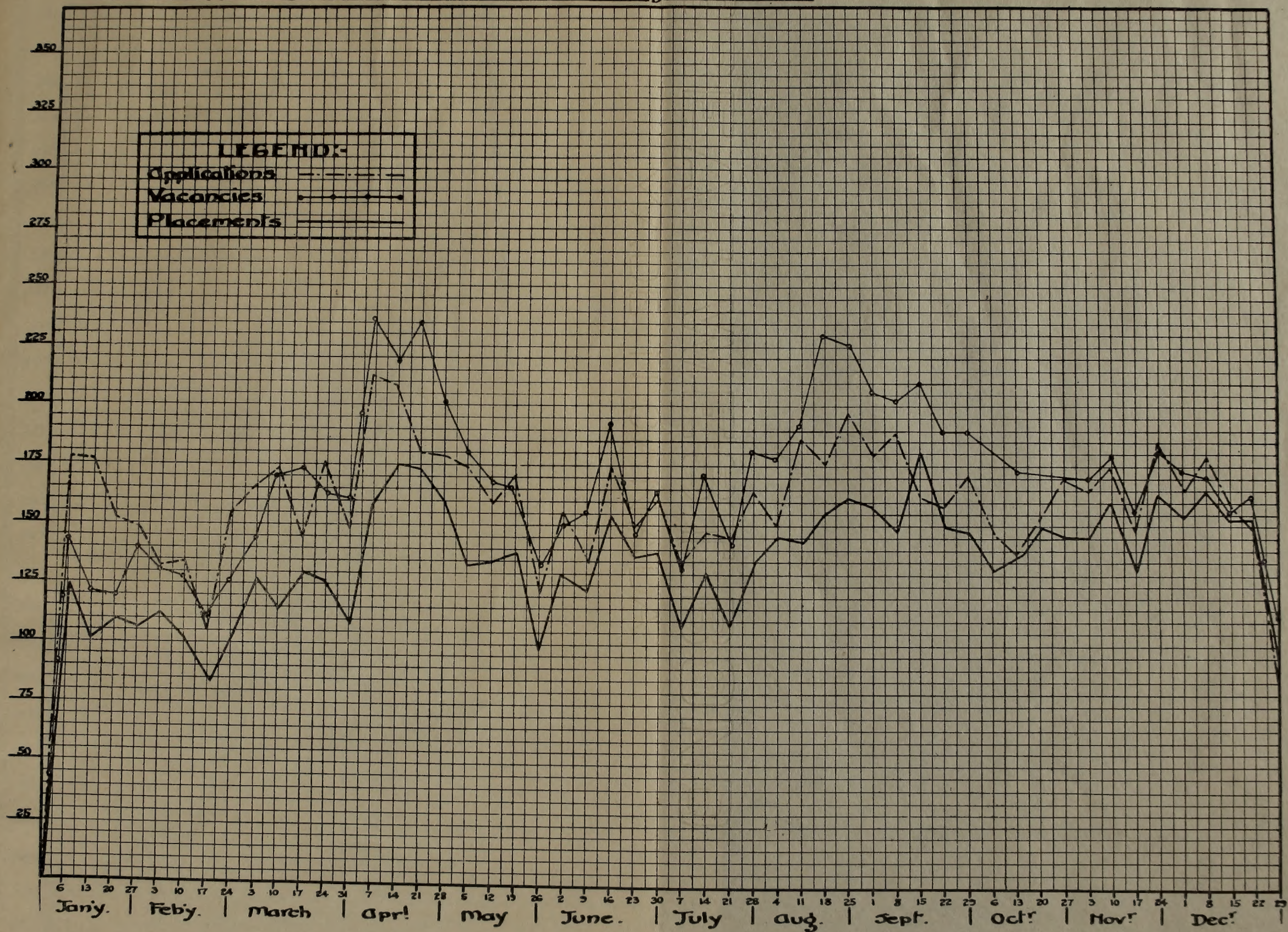
3. Not more than twenty-five per cent. (25%) of the entire female working staff shall be learners.

4. Every employer of female labor in a shop, store, or mail order house shall keep a register of the names and addresses, the working hours and the actual earnings of all female employees and shall on request permit any member or representative of the board to inspect and examine same.

5. Each employer is required to keep a copy of this order posted in each room in which employees affected by the order are employed.

6. Where any place of business covered by the orders or regulations made by the Board is open to the public for the transaction of business at least forty-four (44) hours in any one week, any employee who shall be on duty during the whole of such time in which such place of business shall be so open to the public, shall be entitled to be paid the minimum wage provided for without any reduction whatsoever.

Chart of Applications, Vacancies, Placements Week by Week for 1923.



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